



UNITED STATES MARINE CORPS
MARINE CORPS LOGISTICS COMMAND
814 RADFORD BOULEVARD
ALBANY, GEORGIA 31704-0301

IN REPLY REFER TO:

12713
L09-3
12 Mar 04

POLICY STATEMENT 2-04

From: Commanding General
To: Distribution List

Subj: EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND SEXUAL
HARASSMENT POLICY

Ref: (a) USC Title VII
(b) EEOC MD 714
(c) 29 CFR 1614
(d) Executive Order 13087 as amended
(e) SECNAVINST 5300.26C
(f) CMC Policy Statement on Equal Employment
Opportunity of 6 May 2003

Encl: (1) SECNAVINST 5300.26C, DON Sexual Harassment Policy
(Excerpt)

1. Situation

a. Federal law requires that there be no discrimination against any employee or applicant for employment because of the person's race, color, religion, sex, national origin, age, physical or mental disability, or in reprisal with respect to hiring, firing, promotion, compensation, or other terms, conditions, or privileges of employment.

b. Employees and service members are entitled to fairness, dignity, respect and a work environment free of unlawful discrimination. It is the policy of this Command that everyone be allowed to work in an environment free from unlawful discrimination.

c. Furthermore, the policy of this Command shall ensure affirmative employment program efforts are in employment practices including but not limited to, employment decisions on recruitment, hiring, promotions, transfer, reassignment, training, benefits, and separation.

Subj: EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND SEXUAL
HARASSMENT POLICY

2. Cancellation. Policy Statements 5-97, 6-97, 7-97 and 8-97 dated 5 November 1997.

3. Mission. To establish and provide a work environment of nondiscrimination in the implementation of the MARCORLOGCOM Albany Civilian EEO Program, to emphasize that sexual harassment will not be tolerated, and to establish affirmative employment program efforts in accordance with references (a) through (f).

4. Execution

a. All military and civilian personnel are expected to treat one another with fairness, dignity, and respect; promote a work environment free of unlawful discrimination; and avoid conduct that does not meet high standards of honesty, integrity and impartiality.

b. Officials responsible for personnel management decisions regarding terms and conditions of employment will abide by the requirements of all Federal and equal employment opportunity laws and will not unlawfully discriminate against Federal employees.

c. All managers, supervisors, employees, and service members are encouraged to take a strong stand against sexual harassment to ensure the full and complete implementation of this policy and to create a working environment that fosters mutual respect among all employees.

d. Affirmative employment is a positive action and is necessary to overcome past systemic exclusion or discrimination. All military and civilian managers who make employment decisions shall take positive action to ensure that the civilian workforce reflects the diversity of race, color, sex, age, national origin and persons with disabilities found in the community.

e. This Command will not in any manner restrain, interfere, coerce, or retaliate against any individual who exercises his or her right to oppose unlawful practices or who participates in proceedings pursuant to Federal equal employment opportunity law.

Subj: EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND SEXUAL
HARASSMENT POLICY

f. Reference (d) reaffirms the policy prohibiting sexual orientation discrimination in civilian employment. The Department of Defense (DoD) Sexual Orientation Policy for military members is "don't ask, don't tell, and don't pursue." These regulations and policies provide a framework that guides this Command policy. Sexual harassment and sexual orientation discrimination are prohibited.

g. Personnel will be held accountable for their actions and conduct. The enclosure applies to all Department of the Navy (DON) personnel. A violation of these provisions by military personnel is punishable in accordance with the Uniform Code of Military Justice and may be the basis for disciplinary action for civilian employees. Ensure your compliance with the Federal EEO laws and rules as well as EEO regulations and policies issued by Executive Order, DoD, DON, and the Marine Corps.

5. Command and Signal

a. Command. This Policy Statement applies to the Marine Corps Logistics Command.

b. Signal. This Policy Statement is effective the date signed.

(Signed)
H. MASHBURN, JR.

Distribution: A